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SAP C_HRHFC_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> SAP ERP User Interface Integration with SAP SuccessFactors Employee Central: This section of the exam measures skills of SAP Developers and covers integrating user interfaces between SAP ERP and SAP SuccessFactors Employee Central.
Topic 2	<ul style="list-style-type: none"> SAP SuccessFactors Compound Employee API: This section of the exam measures the skills of SAP Consultants and covers the Compound Employee API, which facilitates employee data replication between systems. It focuses on structuring employee data for efficient transfer. A skill to be measured is utilizing the Compound Employee API for data synchronization.
Topic 3	<ul style="list-style-type: none"> Organizational Data Replication from SAP SuccessFactors Employee Central to SAP ERP: This section of the exam measures the skills of SAP HRM Consultants and covers the replication of organizational data from SAP SuccessFactors Employee Central to SAP ERP.

Topic 4	<ul style="list-style-type: none"> Managing Clean Core: This section of the exam measures the skills of SAP Consultants and covers strategies for maintaining a clean core in SAP systems. It emphasizes the importance of minimizing customizations to ensure system integrity and upgradeability. A skill to be measured is identifying unnecessary customizations effectively.
Topic 5	<ul style="list-style-type: none"> SAP SuccessFactors Employee Central OData API: This section of the exam measures the skills of API Developers and covers the use of the OData API for accessing data from SAP SuccessFactors Employee Central.
Topic 6	<ul style="list-style-type: none"> SAP SuccessFactors Employee Central Integration Overview and Basic Settings: This section of the exam measures the skills of SAP Consultants and covers the basic settings and overview of integrating SAP SuccessFactors Employee Central with other systems. It focuses on the initial configuration steps necessary for successful integration. One skill to be measured is configuring basic integration settings accurately.
Topic 7	<ul style="list-style-type: none"> Cost Center Replication from SAP ERP to SAP SuccessFactors Employee Central: This section of the exam measures the skills of the target professionals in understanding replicating cost center data from SAP ERP to SAP SuccessFactors Employee Central. It emphasizes ensuring accurate financial data flow between systems.
Topic 8	<ul style="list-style-type: none"> Employee Master Data Replication from SAP SuccessFactors Employee Central to SAP ERP: This section of the exam measures the skills of SAP System Analysts and covers replicating employee master data from SAP SuccessFactors Employee Central to SAP ERP systems. It emphasizes ensuring accurate employee records in both systems.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q67-Q72):

NEW QUESTION # 67

To which value do you have to set the maximum password day to keep the API user from expiring?

- A. 365 days
- B. 1 day
- C. 0 days
- D. 1 day

Answer: B

NEW QUESTION # 68

For which infotype can you use basic extensibility to replicate information from the Compensation Information portlet in SAP SuccessFactors Employee Central?

- A. Additional Payments (0015)
- B. Time Quota Compensation (0416)
- C. Additional Off-Cycle Payments (0267)
- D. Basic Pay (0008)

Answer: D

Explanation:

Basic extensibility allows mapping of fields between Employee Central and SAP ERP infotypes. For compensation data from the Compensation Information portlet in EC, the corresponding infotype in SAP ERP is Basic Pay (0008), which stores employee base pay and related compensation values. This infotype is explicitly designed to hold structured compensation data which aligns with Employee Central Compensation Information.

Reference: SAP SuccessFactors Full Cloud/Core Hybrid Guide - Extensibility section.

NEW QUESTION # 69

Which customer requirement specifies using a Core Hybrid scenario?

- A. Move talent processes to SAP SuccessFactors. . Keep PA/OM, Payroll/Time & Attendance in on-premise SAP ERP HCM.
- B. Move core HR processes of selected countries to SAP SuccessFactors.
- C. Move PA/OM and Time & Attendance to SAP SuccessFactors with no HR processes running on SAP ERP.
- **D. Move PA/OM to SAP SuccessFactors. . Keep Payroll/Time & Attendance in on-premise SAP ERP HCM.**

Answer: D

NEW QUESTION # 70

Employee master data replication from SAP SuccessFactors Employee Central to SAP ERP requires the deployment of two types of credentials on the SAP Cloud Platform Integration service.

What is an example of a user name for the default type credential artifact?

- A. myECCompanyID@myAdminPassword
- B. myAdminUser@myCredentialName
- **C. myAdminUser@myECCompanyID**
- D. myECCompanyID@myAdminUser

Answer: C

NEW QUESTION # 71

Your customer needs to extend a Metadata Framework (MDF) object for the Compound Employee API to extract the data.

Which of the following requirements need to be fulfilled?

Note: There are 3 correct answers to this question.

- A. The MDF object needs to be an atomic object.
- **B. API visibility on the MDF object is set to read only or editable.**
- **C. The MDF object has a user relation.**
- **D. MDF object version history is set to complete history.**
- E. The MDF object must be country-specific.

Answer: B,C,D

NEW QUESTION # 72

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